

YAMIN & GRANT, LLC

Attorneys at Law

Joseph P. Yamin*
Eric M. Grant
George G. Mowad II
Pasquale M. Salvatore*
Melissa A. Scozzafava
Jaclyn L. Koachmen

*Also admitted in NY

83 Bank Street
Waterbury, CT 06702
Phone (203) 574-6175
Fax (203) 573-1131

www.yamingrant.com

November 3, 2015

VIA FACSIMILE: 860-240-3006

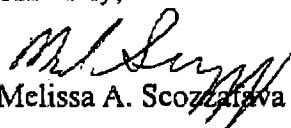
Dina Raimo
Compliance Officer
National Labor Relations Board
Subregion 34
450 Main Street, Suite 410
Hartford, CT 06103-3078

**RE: Triple Play Sports Bar and Grille
Cases 34-CA-012915 and 34-CV-012926**

Dear Ms. Raimo:

Enclosed please find a signed and dated Notice to Employees and Certificate of Compliance.

Sincerely,


Melissa A. Scozzafava

CERTIFICATION OF COMPLIANCE

RE: **TRIPLE PLAY SPORTS BAR**
Case 34-CA-012915

1. Physical Posting

The Notice to Employees in the above matter was posted on (date) 10/27/15
at the following locations: (List specific places of posting)

Main Employee/Waitress Area Station

2. Intranet Posting

The Notice to Employees in the above matter was posted on the Employer's Intranet/Website on
(date) N/A. A copy of the intranet/website posting is attached.

3. Electronic Distribution

The Notice to Employees in the above captioned matter was also distributed electronically on
(date) N/A by the following means. (State means of distribution and attach
proof.)

TRIPLE PLAY SPORTS BAR

By: Ralph DeIBVOND

Title: LLC Member/Mgr

Date: 10/29/15

This form should be returned to the Regional Office, together with ONE original Notice, dated and signed in the same manner as those posted. If the Certification of Compliance and signed Notice is returned via e-file or e-mail, no hard copies of the Certification of Compliance or Notice are required.

FORM NLRB 4784 (10-13)



NOTICE TO EMPLOYEES



POSTED PURSUANT TO A JUDGMENT OF THE UNITED STATES COURT OF APPEALS ENFORCING AN ORDER OF THE NATIONAL LABOR RELATIONS BOARD

The National Labor Relations Board has found that we violated Federal labor law and has ordered us to post and obey this notice.

FEDERAL LAW GIVES YOU THE RIGHT TO

- Form, join, or assist a union
- Choose representatives to bargain with us on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities.

WE WILL NOT maintain an Internet/Blogging policy that prohibits employees from engaging in "inappropriate discussions about the company, management, and/or coworkers."

WE WILL NOT discharge or otherwise discriminate against any of you for engaging in protected concerted activities.

WE WILL NOT threaten you with legal action in retaliation for your protected concerted activities.

WE WILL NOT inform you that you are being discharged because you engaged in protected concerted activities.

WE WILL NOT threaten you with discharge in retaliation for your protected concerted activities.

WE WILL NOT coercively question you about your protected concerted activities.

WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights listed above.

WE WILL, within 14 days of the Board's Order, revise or rescind the Internet/Blogging policy in the employee handbook that prohibits employees from engaging in "inappropriate discussions about the company, management, and/or co-workers," and **WE WILL** advise employees in writing that we have done so and that the unlawful rules will no longer be enforced.

WE WILL furnish you with inserts for the current employee handbook that (1) advise that the unlawful Internet/Blogging policy has been rescinded, or (2) provide the language of a lawful policy; or **WE WILL** publish and distribute to all current employees a revised employee handbook that (1) does not contain the unlawful policy, or (2) provides the language of a lawful policy.

WE WILL, within 14 days from the date of the Board's Order, offer Jillian Sanzone and Vincent Spinella full reinstatement to their former jobs or, if those jobs no longer exist, to substantially equivalent positions, without prejudice to their seniority or any other rights or privileges previously enjoyed.

FORM NLRB 4754 (10-13)



NOTICE TO EMPLOYEES



POSTED PURSUANT TO A JUDGMENT OF THE UNITED STATES COURT OF APPEALS ENFORCING AN ORDER OF THE NATIONAL LABOR RELATIONS BOARD

WE WILL make Jillian Sanzone and Vincent Spinella whole for any loss of earnings and other benefits resulting from their discharge, less any net interim earnings, plus interest.

WE WILL compensate Jillian Sanzone and Vincent Spinella for the adverse tax consequences, if any, of receiving lump-sum backpay awards, and **WE WILL** file a report with the Social Security Administration allocating the backpay awards to the appropriate calendar quarters for each of them.

WE WILL, within 14 days from the date of the Board's Order, remove from our files any reference to the unlawful discharges of Jillian Sanzone and Vincent Spinella, and **WE WILL**, within 3 days thereafter, notify each of them in writing that this has been done and that the discharges will not be used against them in any way.

THREE D, LLC D/B/A TRIPLE PLAY SPORTS BAR AND GRILLE
(Employer)

Dated: 10/27/15

By: Ralph DeLuomo
(Representative)

(Title)

The Board's decision can be found at <http://www.nlr.gov/case/34-CA-012915> or by using the QR code below. Alternatively, you can obtain a copy of the decision from the Executive Secretary, National Labor Relations Board, 1015 Half Street, S.E., Washington, DC 20570



The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it investigates and remedies unfair labor practices by employers and unions. To find out more about our rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below. You may also obtain information from the Board's website: www.nlr.gov and the toll-free number (866) 667-NLRB (6572).

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE.

THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING AND MUST NOT BE ALTERED, DEFACED, OR COVERED BY ANY OTHER MATERIAL ANY QUESTIONS CONCERNING THIS NOTICE OR COMPLIANCE WITH ITS PROVISIONS MAY BE DIRECTED TO THE ABOVE REGIONAL OFFICE'S COMPLIANCE OFFICER.

Dina M. Raimo, Compliance Officer
450 Main Street, Suite 410
Hartford, CT 06103 Tel. (860) 240-3006

November 3, 2015

VIA FACSIMILE: 860-240-3006

Dina Raimo
Compliance Officer
National Labor Relations Board
Subregion 34
450 Main Street, Suite 410
Hartford, CT 06103-3078

**RE: Triple Play Sports Bar and Grille
Cases 34-CA-012915 and 34-CV-012926**

Dear Ms. Raimo:

Please be advised that Triple Play has complied with the reinstatement and expungement requirements of the Board's order. Copies of the relevant correspondence are enclosed herewith.

Sincerely,

Ralph DelBuono

Ralph DelBuono

November 3, 2015

**VIA CERTIFIED MAIL, REGULAR MAIL
AND E-MAIL: VINNYCENZ2789@GMAIL.COM**

Vincent Spinella
122 Gillman Street
Waterbury, CT 06704

Dear Mr. Spinella:

Triple Play hereby offers to reinstate you to your former employment, or a substantially equivalent position, without prejudice to your seniority or other rights and privileges previously enjoyed. Please contact Ralph DelBuono if you would like to accept this offer.

Please also be advised that Triple Play has expunged any record of your discharge from its personnel records, and your discharge will not be used against you in future personnel actions.

Sincerely,

A handwritten signature in cursive script that reads "Ralph DelBuono".

Ralph DelBuono

November 3, 2015

**VIA CERTIFIED MAIL
AND REGULAR MAIL**

Jillian Sanzone
143 Pine Hill Road, Unit 18E
Thomaston, CT 06787

Dear Ms. Sanzone:

Triple Play hereby offers to reinstate you to your former employment, or a substantially equivalent position, without prejudice to your seniority or other rights and privileges previously enjoyed. Please contact Ralph DelBuono if you would like to accept this offer.

Please also be advised that Triple Play has expunged any record of your discharge from its personnel records, and your discharge will not be used against you in future personnel actions.

Sincerely,

Ralph DelBuono

Ralph DelBuono

November 3, 2015

VIA FACSIMILE: 860-240-3006

Dina Raimo
Compliance Officer
National Labor Relations Board
Subregion 34
450 Main Street, Suite 410
Hartford, CT 06103-3078

**RE: Triple Play Sports Bar and Grille
Cases 34-CA-012915 and 34-CV-012926**

Dear Ms. Raimo:

Please be advised that Triple Play does not customarily communicate with employees by electronic means such as by e-mail or posting on an intranet or internet site.

Sincerely,

Ralph DelBuono

Ralph DelBuono